

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: October 9, 2020

REQUESTED ACTION: Approve deletion of Commissioner holiday and addition of County recognized holiday of Juneteenth, June 19th, as of 2021, to Collective Bargaining Agreements between the County and Office of Professional Employees Office and Professional Employees International Union Local 11 (OPEIU), Professional and Technical Employees Local 17 (PROTEC 17), Washington State Council of County And City Employees Council 2, AFSCME, AFL-CIO (AFSCME LOCAL307CO), Laborers' International Union of North America Health Care Division (LIUNA LOCAL 335)

☒ Consent ☐ Hearing ☐ County Manager

BACKGROUND

In recognition of the importance of Diversity, Equity and Inclusion the County and the Coalition of Unions (listed above) successfully bargained the following changes within the current (2018-2021) Collective Bargaining Agreements, which go into effect in the year 2021:

- **Deletion of the County Commissioner holiday:**
(OPEIU (Article 13.5), PTOTEC 17 (Article 14.5), AFSCME LOCAL 307CO (Article 13.5), LIUNA LOCAL 335 (Article 14.5))
- **Addition of a County recognized holiday Juneteenth (June 19th):**
OPEIU (Article 13.1), PROTEC 17 (Article 14.1), LOCAL307C0 (Article 13.1), LOCAL 335 (Article 14.1)

Observed Holidays. The following days are recognized as legal paid holidays for which time off is to be granted:

New Year's Day – January 1st
Martin Luther King's Birthday – Third Monday in January
Presidents' Day – Third Monday in February
Memorial Day – Last Monday in May
Juneteenth- June 19th
Independence Day – July 4th
Labor Day – First Monday in September
Veterans' Day – November 11th
Thanksgiving Day – Fourth Thursday in November
The day immediately following Thanksgiving Day
Christmas Day – December 25th

COUNCIL POLICY IMPLICATIONS

There are no Council policy implications.

ADMINISTRATIVE POLICY IMPLICATIONS

There are no Administrative Policy implications.

COMMUNITY OUTREACH

Community Outreach is not a consideration in this matter.

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

BUDGET DETAILS

Local Fund Dollar Amount	\$37,940
Grant Fund Dollar Amount	
Account	General Fund 0001
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>

Mande Lawrence
Director, Human Resources

APPROVED: *Allen J. O'Brien*
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: *Oct. 20, 2020*

SR# *140-20*



APPROVED: _____
Kathleen Otto, County Manager

DATE: _____

BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Part II: Estimated Revenues

Fund #/Title	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
			GF	Total	GF	Total
Total						

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2020 Annual Budget		2021 Annual Budget	
		GF	Total	GF	Total
General Fund 0001		\$37,940	\$37,940	\$37,940	\$37,940

III. B – Expenditure by object category

Fund #/Title	2020 Annual Budget		2021 Annual Budget	
	GF	Total	GF	Total
Salary and Benefits	\$37,940	\$37,940	\$37,940	\$37,940

Contractual				
Supplies				
Travel				
Other controllables				
Capital Outlays				
Inter-fund Transfers				
Debt Service				
Total	\$37,940	\$37,940	\$37,940	\$37,940

MEMORANDUM OF UNDERSTANDING

BETWEEN

CLARK COUNTY

AND THE COALITION OF UNIONS LISTED BELOW

**OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11
(OPEIU)**

**PROFESSIONAL AND TECHNICAL EMPLOYEES LOCAL 17 (PROTEC 17),
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES COUNCIL
2, AFSCME, AFL-CIO (AFSCME LOCAL307CO)**

AND THE

**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA HEALTH CARE
DIVISION (LIUNA LOCAL 335)**

This Memorandum of Understanding (MOU) is entered into by Clark County, referred hereto as "the County" and the Coalition of Unions listed above referred hereto as "the Coalition of Unions" with the intent to allow proper communications between the parties listed above; and in accordance with Article 13/14 within the Collective Bargaining Agreement.

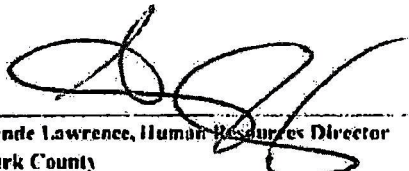
It is mutually agreed by all parties that the purpose of this MOU is to recognize Juneteenth, June 19th as an observed holiday under Article 13.1/14.1 with the Collective Bargaining Agreement, starting in the year 2021 and to delete the Councilor Holiday as listed in Article 13.5/14.5 within the current Agreements.

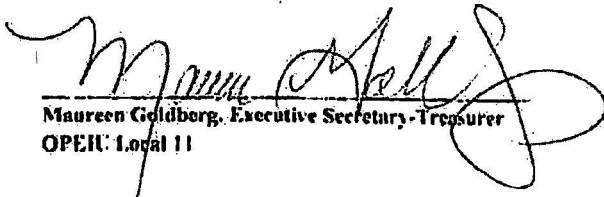
In recognition of Diversity, Equity and Inclusion the County and the Coalition of Unions agree to the following changes within current Collective Bargaining Agreements with the above listed Coalition of Unions and that Juneteenth shall amend the current contract language and be incorporated into the Agreement upon opening for negotiations. All other provisions within the current Collective Bargaining Agreements shall remain in full force and effect.

Be it further agreed that this addition is non-precedent setting and reflects the support of both the County and the Coalition of Unions of Diversity, Equity, and Inclusion during this time of Racial and Social Injustice. Any other bargaining will occur during the normal bargaining cycle.

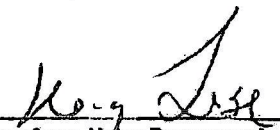
The Memorandum of Understanding shall be pursuant to the terms of the Grievance Procedure Article within each Collective Bargaining Agreement should there be any dispute regarding the interpretation and/or application of this memorandum.

SIGNED this 28 day of September 2020


Mande Lawrence, Human Resources Director
Clark County


Maureen Goldberg, Executive Secretary-Treasurer
OPEIU Local 11


Eileen Quiring, County Chair
Clark County


Doug Luse, Union Representative
OPEIU Local 11




Shannon Stull, Business Representative
LIUNA Local 335


Larry Clark, Business Representative
AFSCME Local 307


Rachel Whiteside, Business Representative
PTE Local 17